

8 February 1979

MEMORANDUM FOR: [] Chairman
Task Force on Working Couples

FROM : [] Chairman,
Federal Women's Program Board

SUBJECT : Combined Meeting of Task Force and
Women's Board

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1. Members of the Federal Women's Program Board wish to express their appreciation to you and to other members of the Task Force on Working Couples for meeting with us. We hope that some of the information which we presented to you will be of assistance in your consideration of the many facts relevant to the proper utilization of employed-couples. The Women's Board hopes that your deliberations will find such couples to be a valuable Agency asset, well worth the extra managerial procedures their appropriate assignment entails.

2. Should you desire to meet with us again, to ask individual Board members' assistance, or if there is further information which we can provide, please do not hesitate to call upon us.

3. Attached is a copy of the minutes from the last Board meeting that we believe contains a fairly comprehensive list of the problems encountered by contract employees as they were told to the Board by a woman with 22 years' experience as a staff and contract employee. Because she served for many years as an EEO counselor, she was, we think, particularly well informed.

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Attachment:
As Stated

MINUTES OF FWPB MEETING

9 January 1979

Chaired, [] FWPM STAT

PRESENT: []

GUEST: []

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1. The meeting was called to order by [] STAT
and the minutes of the last meeting were approved as written.

2. The following changes in FWPB membership were announced:

A. [] will now serve as the DDS&T Coordinator STAT
for the FWPB. This is effective as of 8 January 1979.

B. [] will be replaced as a FWPB member STAT
in the near future, given her pending job reassignment.

C. [] who is currently on a rotation STAT
assignment from NFAC to the DDO, will now serve
as a FWPB representative for the DDO.

D. The NFAC Board members are currently interviewing
candidates to fill the NFAC vacancy on the Board.

E. [] who will leave the FWPB in March du STAT
to a pending overseas assignment, announced that the
DDO/FWPB members are in the process of selecting
her replacement.

F. The DDA Board members are also in the process of
circulating a vacancy notice to fill [] STAT
[] position when her two year membership STAT
expires in January 1979. She has agreed to
continue her Board activities until her replacement
is named.

G. [], who works in NFAC/OSR, attended this STAT
meeting in order to fill in for [] STAT
who is on an extended TDY.

2. [] who has done statistical studies on the STAT
women in NFAC, has agreed to get the FWPB statistical committee
off the ground in [] absence. Edie Schneider offered STAT
that the OEEO has data available on microfiche and suggested
that an outline of information desired be forwarded to this
Office.

3. [] announced that the Directorates are currently preparing their inputs for the Agency's 20-5-2 plan. She will share the Directorates findings when available. STAT

4. [] introduced the guest speaker for the meeting - [] - who shared her perceptions on the problems facing contract wives working in field stations. STAT
[] pointed out the following problem areas facing these contract spouses: STAT

- A. Feeling that they are treated like "second class citizens" within field stations since they do not have staff status.
- B. Attitude by management that working wives are not interested in a career but are only seeking supplemental family income.
- C. Problem faced by many contract wives upon their return to Headquarters - their previous Agency work is not recognized. The contract employee must apply or reapply to the Agency for a job - including filling out a PHS, waiting for a security check, and often waiting for a job vacancy.
- D. Since contract wives lack access to the HQS building upon their return from the field, they have difficulty locating appropriate job openings. This "physical barrier" causes many problems.
- E. DDO regulations imply that "contract employment" is temporary employment, even though many of these individuals have several years of service abroad working for the Agency. No recognition is given for this experience by HQS or field management in writing contracts or assigning job responsibility.

[] offered the following recommendations to help solve some of the problems facing these contract employees: STAT

- A. Personnel files on contract employees should be intergrated into the staff personnel system so that the contract employees full employment history is maintained.
- B. Process contract employees for return to staff, if desired, while the employee is still in the field or as soon as possible upon return to HQS.
- C. Regularize the writing of fitness reports for contract employees, since not all field stations do this.

5. The Board members then discussed the Task Force on Working Couples. The FWPM provided a copy of the issues being addressed by the Task Force, but did not have a list of Task Force membership available. She did advise that Mr.

[redacted], from the DDA, would serve as the task force chairman. She also recalled that [redacted] DDS&T, and [redacted] (sic), DDO, were also members. (This list does not include the full Task Force membership.) It was then decided that to clarify the Task Force's mission, when and by whom it was organized, and other outstanding questions, that the FWPB would request to meet with this group in two weeks. [redacted] agreed to contact the Task Force and make the necessary arrangements. [redacted] and Dauris Falcone will prepare some ideas and background materials for passage to the Task Force at this future meeting.

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6. [redacted] requested that the minutes reflect her objection to any memorandum being sent to a Board member concerning her/his participation in same without the agreement of the Board member. She related to those present the reactions by her office and supervisor to the recent memo from the DDCI to the various DDs and FWPB members' supervisors concerning time permitted for Board activities.

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7. [redacted] advised the Board that a GS-13 opening exists in the OEEEO for someone to head the complaint system. A GS-12 assistant position is also open in the class action area. A GS-11 EEO position is also available.

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8. [redacted] advised the group that there has been no response to date to the Board's memo to the DCI concerning the check of women's purses as part of the Agency's security check procedures.

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9. The FWPM also advised that the results of the survey regarding a possible Agency day care center were not available but should be completed by next month.

10. The FWPM briefed the group on the pending class action suit filed by a employee of NFAC. She noted that the Civil Service Commission had returned the suit, requesting some changes - to which the NFAC employee must agree. The Agency must then accept the suit. [redacted] predicted that this would all be resolved within two weeks and the process would begin to advise people in the class of their choices.

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11. [redacted] agreed to take the minutes for the next FWPB meeting scheduled for 13 February 1979.

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